



# 2024 ANNUAL REPORT

## Context

### General Introduction

Richmond Christian College is a K-12 independent school. It is a member of Christian Education National, and is operated by the Ballina Christian Education Association Ltd.

The College is founded on Christian faith and biblical principles that esteem partnering with parents, academic rigour, cultural relevance, and the inherent value of every student as pillars for educational success. Graduate success is defined by a student's ability to overcome and maximise their giftings as they strive to contribute positively to their world.

Our key objective is to provide our students with opportunities that are flexible and responsive to their needs and instil an enduring sense of identity, purpose and hope foundational to their future. A safe, nurturing environment where their physical, emotional and spiritual wellbeing is prioritised fosters a learning culture that encourages children to be courageous, achieve their goals, think responsibly, value others and understand their intrinsic value. Our student-centred, flexible and responsive approach to education equips students with solid foundations of truth and wisdom born by experience and rigorous investigation to positively impact their local, national and global world.

Richmond Christian College has offered quality, Christian education to families since 1993. It understands that the physical, social and emotional experience of students is equally as important as their academic experience. From Kindergarten through Year 12, the desire is to see each student receive an education that will provide them with foundations of identity, purpose and hope that cannot be eroded by the tides and trends of their world.

## Mission Statement

*To assist parents in the nurture of their children, by providing a Christ-centred, biblically grounded, academically rigorous and culturally relevant education that instils a sense of identity, purpose and hope in students that equips them to live for God's glory.*

## Principal's Perspective

*We are apt to think that everything that happens to us is to be turned into useful teaching (or in nowadays a post); it is to be turned into something better than teaching, viz. into character. We shall find that the spheres God brings us into are not meant to teach us something but to make us something.*

Oswald Chambers  
Circa. 19<sup>th</sup> Century

At RCC, it is our deep hope that as our students learn and grow as part of the RCC community, they understand that the circumstances God has allowed them to encounter, their 'spheres of life' as Chambers calls it, whether they are rough or smooth moments, they become less about a grade, an achievement, or a mark, a repeatable lesson, a 'postable' moment, they become the kindling to build a character of worth. A character that knows how to persevere, how to recognise a friend in need and do something about it, one that is not afraid to connect, grow, make mistakes, learn, and repeat, one that humbly trusts and forgives, one that waits, listens and then speaks.



to use their God-given identity and purpose to positively impact their world.

This year we saw this evident in our biggest graduating class in RCC's short history as they exited the building in 2024. Yes, they carried with them the best results we have experienced at an HSC level, but this was a natural byproduct of the experiences and perspectives they developed that will also provide them with more than just a knowledge of what is to come and a good mark; it will provide them with foundations of character and hope that enable them

However, it is not just the graduating class who achieved magnificent accomplishments; RCC's entire 2024 student cohort should be celebrated. They are an amazing group of students who continually do their best to learn and grow into the good things that God has for them. They continue to grow and strive for God's best in their lives and seek ways to contribute this to their community.





We are blessed to be able to celebrate all spheres of student success. We celebrate our athletic and artistic students who have represented our College from the MPC to national tracks and swimming pools. We celebrate those students who strive academically to grow and achieve, this year including those who shared their thoughts in Parliament with NSW politicians at the Bicentennial celebration of the Legislative Council.

We also celebrate those who continue to serve through creative gifts of design, technology, cooking, music and artistic flare. Each opportunity allowing our students to refine their character and positively impact our community.



Whilst we begin next year with over 320 students and we enter our second year of dual stream Stage 4 classes, our focus remains on ensuring that the spheres our students encounter focus on refining their character; their sense of God-given identity and purpose, for a lasting hope.



We will continue to focus on ensuring excellent teaching and learning opportunities across our whole school curriculum for all our students by sustaining our Christ-centred, biblically based education with an ongoing focus on maintaining the safe and supportive learning culture that we are becoming synonymous with. In 2025 we will increase our level of additional classroom support and are excited to see our first musical in many years.

We also continue to faithfully and patiently await the opportunity to expand our campus with basketball courts and a library. We will put in some additional infrastructure to facilitate this expansion.

None of this is possible though without RCC's broader community of parents, staff and Board members who tirelessly dedicate hours and hours of time that provides the foundation for our student's success. It all combines to celebrate the outworking of the RCC vision, one I am personally very thankful the RCC Board passionately keeps us on track to achieve. I am very thankful to our whole community for their commitment and sacrifices that see such a wonderful community continue to flourish together.

By God's grace, may we continue make the most of the "*spheres God brings us into [not to] teach us something but to make us something.*"

*Jonathon Simmons*  
Principal



## Junior School Report

*For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future.*  
Jeremiah 29:11

2024 was an exciting year of learning and growing. Being new to the school at the beginning of the year, it has truly been a blessing to be part of the Richmond Christian College community, and an absolute delight getting to know our Junior School students, staff and wider community.



What a privilege it is to work, pray and connect as part of a community that really demonstrates what it means to have freedom in Christ, where there is a deep connection and partnership between parents, carers, staff and students to see all flourish and grow, and find a sense of purpose in Christ; to connect with the world; be positive contributors; lifelong learners;

joyful individuals and faithful disciples.

The Junior School has been a thriving place of learning this year. It has been such a joy to walk into classrooms and see what is happening, and the way it is shared at our assemblies.



There have been so many beautiful experiences to further enhance their connections and joy for learning: whether it has been on an excursion to Movie World, Sea World or Dreamworld; our NAIDOC celebrations; the Stage 2 Camp to Lennox Head; Book Week; Peer Support, or the many other events and days that have occurred throughout the year - all have been an amazing blessing and reveal more and more of the wondrous plans that the Lord has for each of us - plans that provide a hope and a future.

*Mrs Pippa Huxley  
Head of Junior School*



## Middle School Report

**Middle School: A time of growth, change, experiences and opportunity.  
A time like no other time in our lives.**

*“It may be hard for an egg to turn into a bird: it would be a jolly sight harder for a bird to learn to fly while remaining an egg. We are like eggs at present. And you cannot go on indefinitely being just an ordinary, decent egg. We must be hatched or go bad.”*

— C.S. Lewis, *Mere Christianity*

It was a wonderful year for Middle School students with many opportunities for connection and new experiences. So many opportunities to ‘be hatched’ and learn to fly.



Our largest ever Year 7 cohort started their high school experience with many new challenges: new friends to make, new subjects and new responsibilities. They participated in our new Rock and Water program to grow in their social emotional skills and were mentored by Year 10 students in Peer support. They especially enjoyed their time at Moreton Island.



Our Stage 3 students enjoyed the experience of having teachers who are specialists in their subject, Mrs Simmons for Mathematics and Mrs Woolley for English. This has allowed them to grow in their skills and especially for Year 6 as they prepare for their next big steps in their Middle School journey. The camp at Burleigh Heads CYC was memorable and students enjoyed stepping outside their comfort zones, especially in Dragon Boat racing!



It has been a pleasure to see Year 8 take on the challenge of leading our Middle School, and they have undertaken this role with great empathy and responsibility. Our Middle School captains, Piper and Eli have led assemblies, given devotions and checked in on students who have needed support. Year 8 are a wonderful team who bring 'the vibe' to any group activity. We pray many blessings on them as they start their Senior School journey next year.



***There is no fear in love. But perfect love drives out fear, because fear has to do with punishment. The one who fears is not made perfect in love. We love because God first loved us. (1 John 4: 18 - 19)***

Middle School is one of the greatest times of change, where young people need to know that they are loved so they can consider their role in, and impact in their world. It has been a privilege to walk with our middle schoolers through their learning pits and learning triumphs, tears and laughter, challenges and success. It is our prayer that each student will know they are incredibly valuable, uniquely loved by God and that they have a future that is full of hope and purpose.

*Rebecca Campbell  
Head of Middle School*





## Senior School Report

*"I have told you this so that my joy may be in you and that your joy may be complete. My command is this: Love each other as I have loved you."*  
John 15:10 - 12

In 2024 we celebrated our senior students as they embraced challenges, connected with each other (and the whole school community) and continued to grow in their unique gifts and talents.



Our ski trip to Perisher was a fabulous opportunity for students to step outside their comfort zone and try something new as many students hadn't seen snow before. As we arrived at the slopes on our first morning the students jumped straight into lessons. After a few falls and lots of laughs, it wasn't long until they were whizzing down the mountain attempting challenging runs and even a few small jumps. It was a blessing to see the way the students looked out for each other on the slopes and the joy they experienced from being together and trying something new.

It was also great to see the way our senior students led the student body by organising and leading events this year such as the weekly House Cup Challenge, the Amazing Race, Footy Colours Day and the Peer Support program. Students also enjoyed their continued winning streak in the Staff V Student competitions, being victorious in all sports, even archery!







We value the contribution and unique gifts of all of our students, recognising that every student is 'wonderfully and fearfully made'. There have been many highlights this year where individual students shone in an area of their gifting and were recognised in both local and state competitions in the areas of sport, creative and performing arts, public speaking and leadership. We are equally proud of other students who turned up every day and applied themselves to their learning, choosing to make a positive impact on others in our school community and embodying the graduate attributes

of RCC; faithful disciple, lifelong learner, joyful individual and positive contributor.

We are very proud of our Year 12 Graduates and pray God's richest blessing on them as they move into the next season of their lives. We hope they will remember their time at RCC fondly.

*Lisa Weingarth  
Head of Senior School & Deputy Principal*



## Board Chair Report

*May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.*

*Romans 15:13*

In 2024 the Board continued to pursue our mission – of providing Christ – centered, biblically grounded, academically rigorous and culturally relevant education. The Board and College strive to enable students to make a positive impact on God's world.

I thank the entire school community for their support of our students, families and teachers as we continue to partner together in providing Christ centered learning.

The College Board remained stable in 2024 which has enabled us to focus on strategic direction and supporting the College executive and management teams. I would like to honour our continuing board members. Pablo Nunez, pastor of the Ballina Uniting Church, brings strong biblical foundations and wisdom. Nellie McCarthy, our Treasurer, brings her finance wisdom and commitment to families. Stuart Edwards brings his building industry knowledge and business management skills. Jonathan Marquet adds his solid legal knowledge and director experience. All our wonderful Board members are faithful followers of Jesus who generously give of their time.

In 2024 we welcomed Pippa Huxley as Head of Junior School. Pippa has been such a blessing to our College and it has been wonderful seeing her experience and wisdom put to work in our Junior School. Pippa Huxley joined Rebecca Campbell and Lisa Weingarth as a valued part of our College executive team.

We welcomed many new teachers in Junior, Middle and Senior School in 2024. These teachers, along with Tom, our new school counsellor, have continued to promote the RCC culture. They strive towards instilling identity, purpose and hope in our students. The Board are extremely grateful to all our teachers and support staff for the passion they have for RCC and the hard work they have so willingly given.

CEN conducted an independent appraisal of our Principal, Mr. Jonathon Simmons, early in 2024. The results were very affirming and further supported the trust we have in Mr. Simmons in all areas of our College leadership. We continue to be blessed by Jonno's energy and passion for Christian Education.

The Board acknowledges the hard work of our Business Manager Peter Weingarth and the administration and finance team. A new school management system along with other challenges has stretched this team over the past 12 months. Their resilience and prayerful dedication have not gone unnoticed.



It was with great sadness we received the news of the sudden and tragic passing of our beloved grounds man, Martyn Parr, in September. Martyn was a man who showed God's love and service in his workplace and the wider Ballina community. He will be greatly missed and I thank God that we will see him again in Heaven with Jesus.



RCC saw continued growth in 2024 which has led to a limit on total enrolments whilst we consolidate and expand. Our College is literally bursting at the seams and we thank the College community for their patience as we navigate and plan towards the building of Stage 1 of our Master Plan. This includes the construction of an all-weather sporting facility, a new library and additional classrooms. Despite our growth, the Board and staff are committed to maintaining our distinct culture and love for Christ and others.

As a Board, we express our gratitude to the staff, students and families of Richmond Christian College for your support in 2024. This year would not have been possible without your commitment to the school's values and mission.

I am humbled and honoured to have been able to serve this beautiful school and its community this past year.

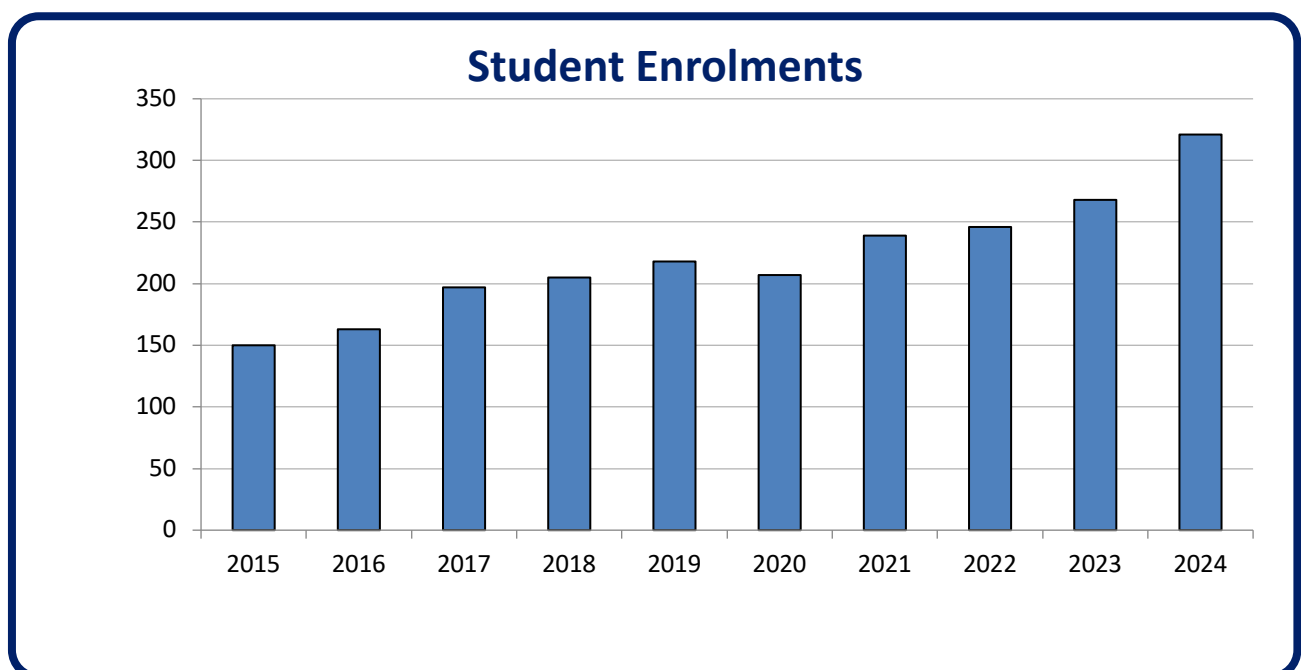
*Anika Strahan  
Board Chair*





## Student Enrolments

Through enrolment, Richmond Christian College partners with Christian families who genuinely love God and seek to love and serve others via active involvement in the diverse network of churches within the Ballina community. RCC also partners with non-Christian families who value and support the role Christianity and Christian Education plays in the local community. Within these partnerships, RCC learning affords all students the opportunity to form an enduring sense of identity, purpose and hope that will be foundational to their future and equip them with solid foundations of truth and wisdom born out of relationship, experience and rigorous investigation that they can rely upon to confidently and positively contribute to their world. Consequently, enrolments have grown steadily, more than doubling over the past 10 years.



## Student Population

Families involved in the College come from a wide variety of cultural and socio-economic backgrounds. Six percent of our student population identify as Indigenous and 23% with a language background other than English. Amongst the student population are families from: Brazil, Fiji, India, Ireland, Kenya, Mauritius, Nepal, New Zealand, Romania, South Africa, United Kingdom and Zimbabwe.

The College operates an open enrolment with many Christian students and students from families with regular church affiliation, but also families with no direct Christian commitment or church practice. In addition, students come from geographic locations spread from South Golden Beach in the North to Evans Head in the South, and as far West as Old Bonalbo. A significant portion of students are from within the immediate Ballina environ.

## Junior School



## Middle School



## Senior School



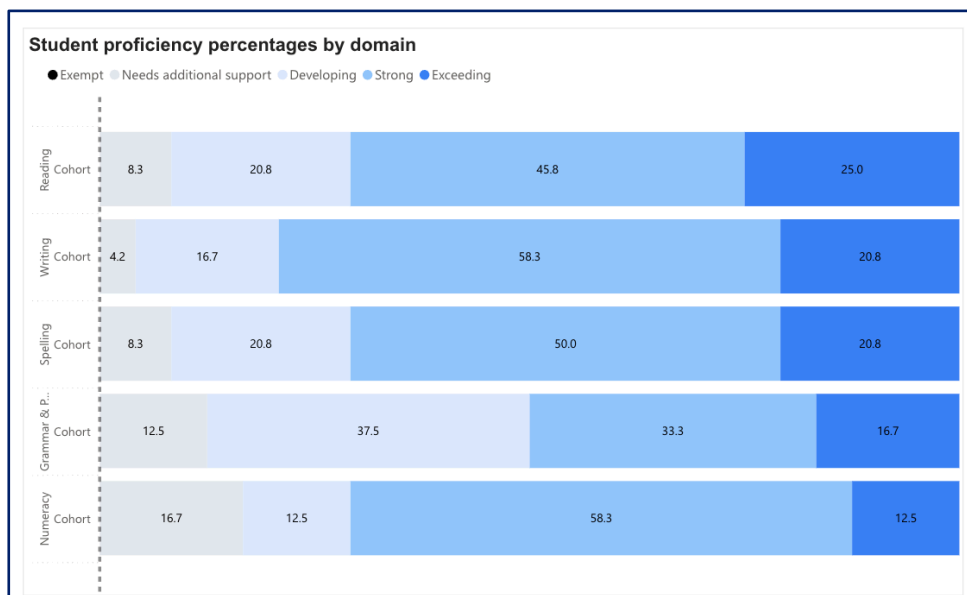
# Outcomes and Results

## Year 3, 5, 7 and 9 National Assessment Programme for Literacy and Numeracy (NAPLAN)

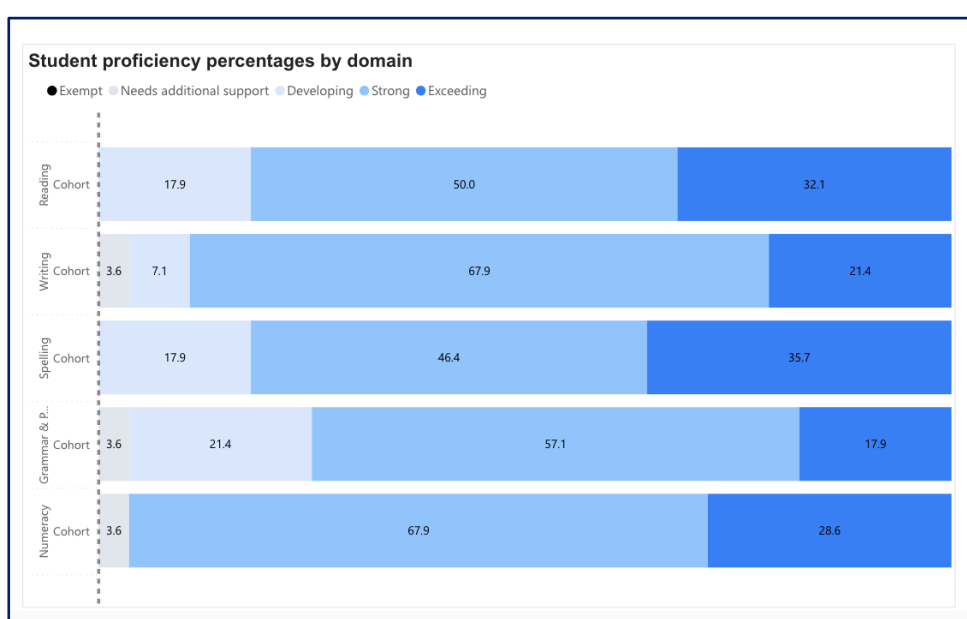
The National Assessment Program - Literacy and Numeracy (NAPLAN) captures a student's literacy and numeracy progress in their academic journey. The diagnostic information received from NAPLAN is used in conjunction with various school based assessments to highlight areas of strength as well as identify areas for improvement for our students.

The College is committed to maximum participation in NAPLAN. Students in Years 3, 5, 7 and 9 participate in writing, reading, conventions of language (spelling, grammar and punctuation) and numeracy tests with a 98% participation rate.

### Year 3



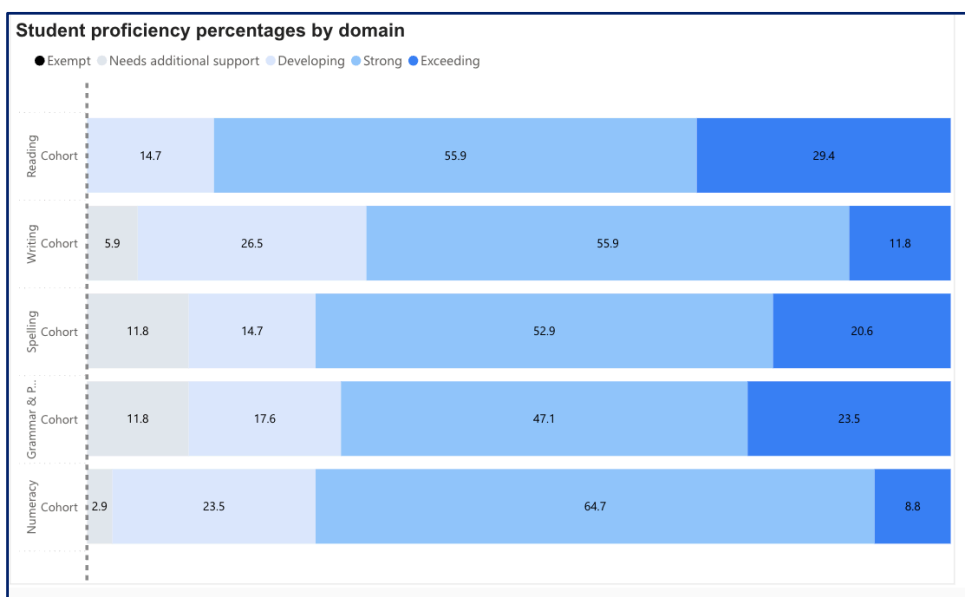
### Year 5



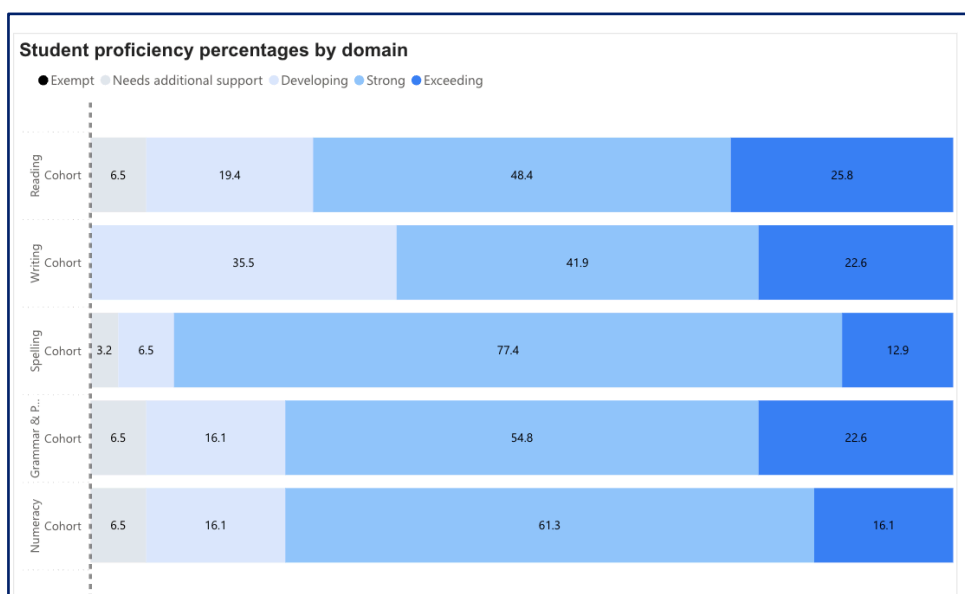




## Year 7



## Year 9

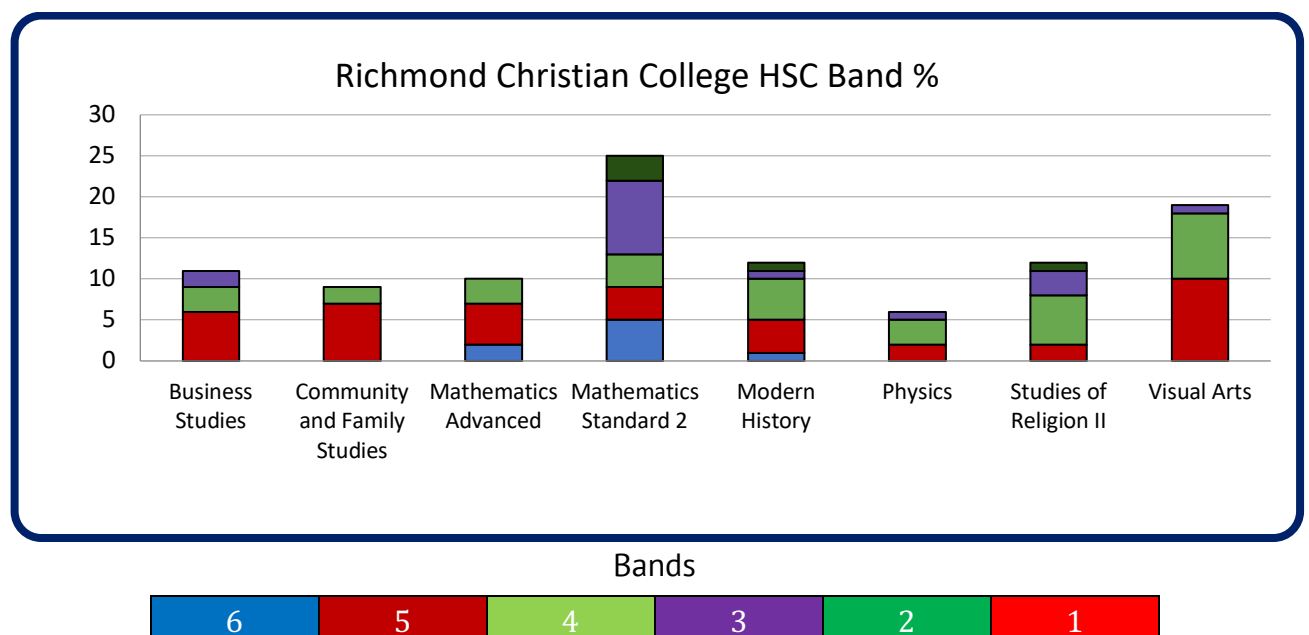


## Higher School Certificate Results

Richmond Christian College students complete the HSC over two years, studying all subjects using the compressed model, completing the Preliminary and HSC components of the subject in one year. Band percentage results have been placed below in comparison with State band percentages.

	Students	Richmond Christian College Band %						State Band %					
		6	5	4	3	2	1	6	5	4	3	2	1
Business Studies	11		55	27	18			10	27	27	23	9	4
Community & Family Studies	9		78	22				6	30	36	21	6	1
Mathematics Advanced	10	20	50	30				22	28	27	17	5	1
Mathematics Standard 2	25	20	16	16	36	12		9	19	30	24	13	3
Modern History	12	8	33	42	8	8		10	29	32	19	8	1
Physics	6		33	50	17			12	26	27	21	11	3
Studies of Religion II	12		17	50	25	8		13	34	34	14	4	1
Visual Arts	19		53	42	5			17	50	27	5	1	0

Band 6 = 90-100, Band 5 = 80-89, Band 4 = 70-79 Band 3 = 60-69, Band 2 = 50-59, Band 1 = 0-49



100% of our HSC students who were eligible for the HSC Award were granted one in 2024.

## Year 12 Post-Graduate Student Destinations

Of our graduating Year 12 students, eight have commenced tertiary education, two have enrolled at TAFE, three have deferred studies to take a gap year, two have entered the workforce and three are unknown.





# Staffing

## General Statements

- All staff at Richmond Christian College are Christians who are members of local churches. All teaching staff are equipped to design curricula, programs and lessons that substantially reflect the aims, philosophy and policies of the school.
- Staff church affiliation is multi-denominational.

## Teacher Accreditation and Workforce Composition

All teachers are accredited with the NSW Education Standards Authority (NESA) and undertake professional development and appraisal in line with the Australian Professional Standards for Teachers. One teacher was accredited as Lead Teacher, two teachers were accredited as Provisional, one as Conditional with all other teaching staff accredited as Proficient.

In 2024 the College employed one staff member identifying as Aboriginal and Torres Strait Islander.

	Teaching Staff	Non-Teaching Staff
No of Staff	30	14
FTE Equivalent	25.2 FTE	12.6 FTE

Gender	Teaching	Non-Teaching	Totals
Male	7	5	12
Female	23	9	32
Totals	30	14	44



## Attendance

The average student attendance rate for the whole school in 2024 was 88.6%. The average student attendance rates for each Year level were as follows:

Level	Ave student attendance rate
Kindergarten	86.4%
1	89.5%
2	91.4%
3	91.4%
4	91.5%
5	90.7%
6	87.2%
7	89.0%
8	84.1%
9	86.7%
10	84.0%
11	90.6%
12	89.3%

### Student Non-attendance

Student attendance is monitored via electronic class rolls marked by individual teachers throughout the day. A text message is sent after Period 1 to the parents/caregivers of the student whose absence is unexplained. Continued unexplained absences are followed up by a phone call and/or by letter. In the event a student displays a pattern of non-attendance (usually defined as more than 10 days per term away from school, or a pattern of un-explained absences) then parents are contacted, and an Attendance Improvement Plan is put in place. This involves the identification of issues motivating non-attendance and putting strategies in place to restore the student's attendance to a satisfactory level. If strategies are not successful in restoring the attendance of the student, then advice and assistance will be obtained from the AIS Student Services team and further action may be pursued.



## School Policies

Richmond Christian College publicly available policies are found on our [website](#). They include the following policies:

1. [Child Safe Framework](#)
2. [Anti-Bullying](#)
3. [Behaviour Management](#)
4. [Complaints Management](#)
5. [Enrolment](#)

## Stakeholder Satisfaction

### **Student Feedback Summary:**

- 160 Student from Years 4 – 12 completed the survey.
- The student's feedback showed improvement in all areas.
- All score averages were between 3.5 and 4.3.
- There were no areas of significant improvement or decline (greater than .3 difference)

### Areas of Development (scores of 3.7 or less):

- Students at the College support me so that I can grow in my school efforts.
- Teachers' feedback on my learning is timely (happens on time)..
- The program at the College meets interests.
- The program at the College prepares me for the future.
- People are positive when they find out that I go to Richmond Christian College.
- The extra-curricular offerings at the College give students opportunities to pursue their interests, develop talents and try out new things.

### Areas of Strength (scores of 4.1 or more):

- I support other students so that they can perform at their best in all their areas of our learning.
- I have good relationships with other students.
- Teachers and staff at the College are approachable and helpful if I need to find out about something.
- I feel confident that the teachers, College and staff want the best for my future and are trying to help me achieve my best.
- I am proud to be a part of Richmond Christian College.
- I feel hopeful about my parents'/carer's future.

### **Parent Feedback Summary:**

- 59 Parents completed the survey.
- All score averages were between 4.1-4.7

- There were no areas of significant decline with an improvement shown in the extra-curricular offerings at the school give opportunities for students to pursue their interests, develop their talents and try out new things (greater than .4 difference).

Areas of Strength (scores of 4.5 or more):

- Teachers and staff at the school are approachable and helpful.
- I feel confident that the teachers, school and staff want the best for my child's/children's future and are trying to help them achieve their best.
- I know that my child/children values the College.
- My child/children is/are learning about God and feels secure to ask questions about faith.
- I feel hopeful about my child's/children's future after the College.
- How likely would you be to recommend RCC to someone who is looking for a school for their child?

**Staff Feedback Summary:**

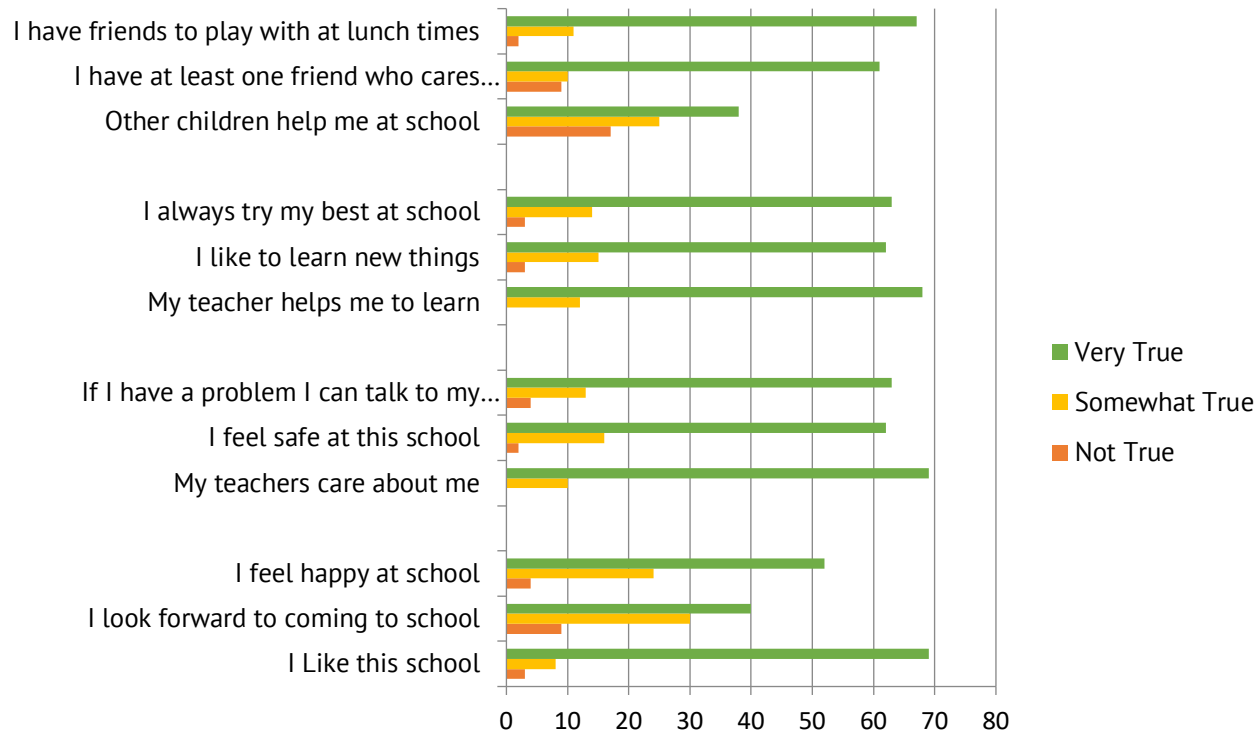
- 24 Staff completed the feedback.
- All score averages were between 4 -4.9
- Feedback on my professional learning and development is timely and helps me improve was an area of improvement (increase of .5) with no areas of decline more than .1 difference.

Areas of Development (scores of 4.2 or less):

- I am confident that the College sets the best professional goals for me and that it knows how to help me achieve those goals.
- Feedback on my professional learning and development is timely and helps me improve.
- Leaders communicate well with staff about what is happening in the College.

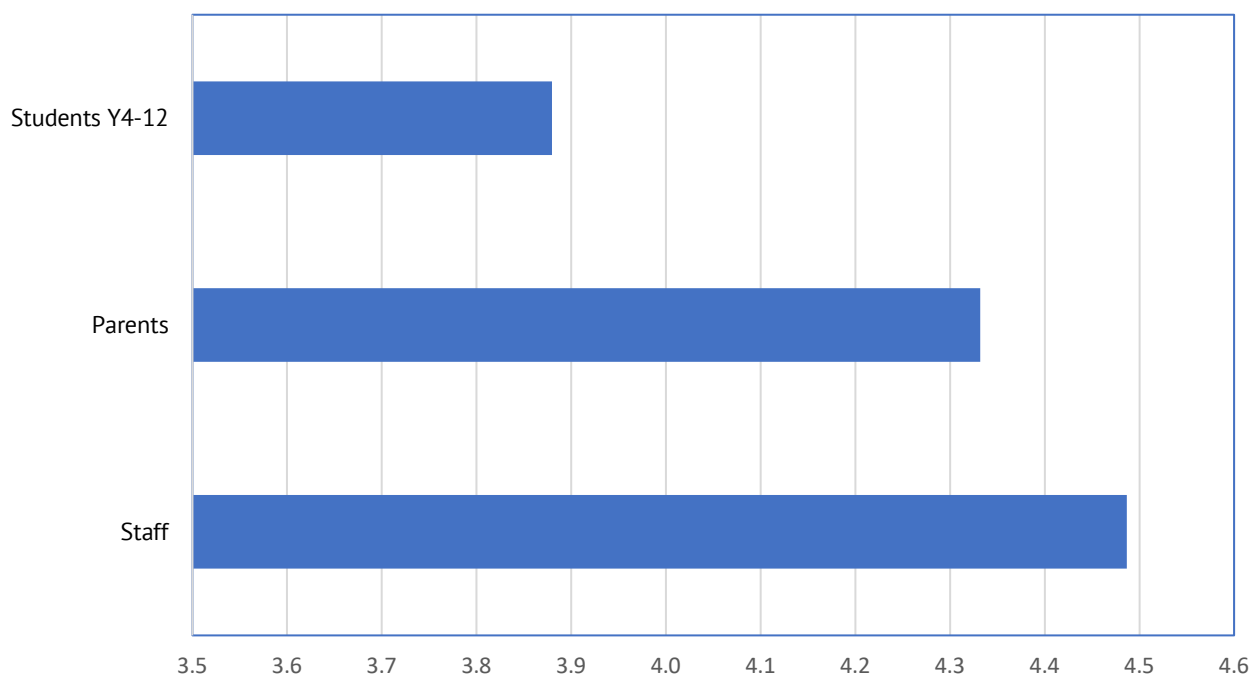
Areas of Strength (scores of 4.6 or more):

- I feel like I am a valued part of the College community.
- I have good relationships with the students in the College.
- I have good relationships with teachers and staff.
- Leaders, teachers and staff at the College are approachable and helpful if I need to find out about something.
- I know my students well and understand how best to guide them so they can be successful and grow.
- I am approachable and caring for all students at the College.
- I would be proud to represent the College in the wider community.
- I feel that I am learning more about God and I feel secure to ask questions and have discussions about faith.
- I feel like students are learning that they are valued and made with a purpose.
- I feel hopeful about our students' future after the College.
- On a scale of 1-5, how likely would you be to recommend RCC to someone who is looking for a school for their daughter or son?



**2024 Summary K - Yr 3 Surveys**

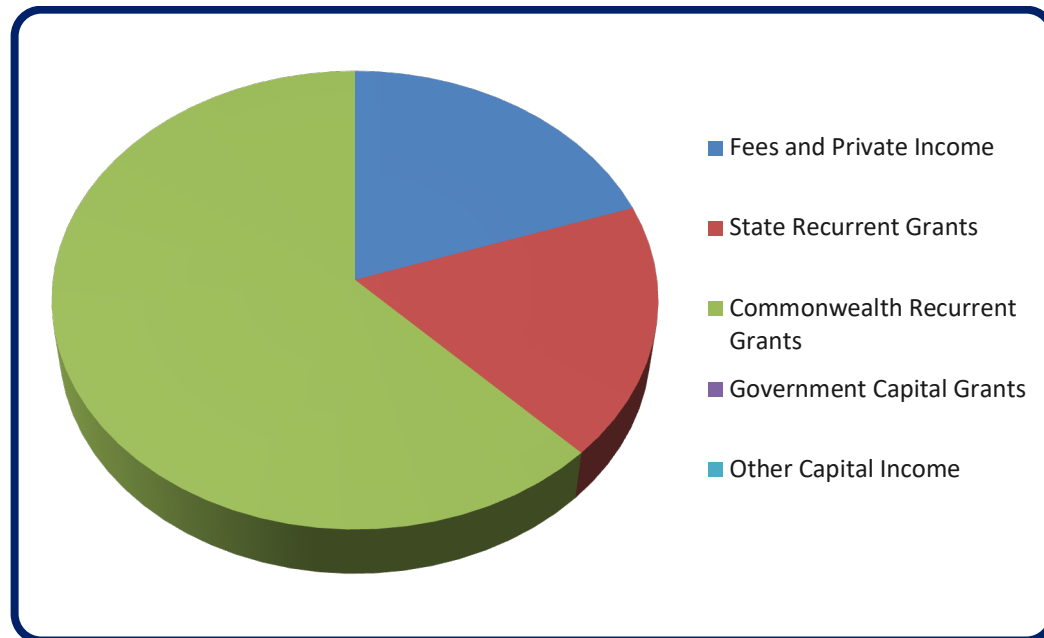
### Summary 2024 Satisfaction Surveys





## Summary of Financial Information

### Recurrent/Capital Income



### Recurrent/Capital Expenditure

